

File S-N 6 RD

MR/SEM

Private and Confidential

Professor Edward Gregson  
Principal  
Royal Northern College of Music  
124 Oxford Road  
Manchester M13 9RD

13 December 2001

Dear Eddie

On 13 November 2001 I saw the Vice-Principal and told him about some allegations I had heard about Malcolm Layfield, who at that point I understood to be on the shortlist for the post of Head of the School of Strings. I understand that [REDACTED] passed this information on to you.

On 20 November, after the appointment of Malcolm Layfield has been announced, I met with you and relayed some more details about what I had heard. In a confidential letter to me you asked me to pursue the matter as I saw fit.

On 10 December I had a meeting with you in which I relayed some of the most serious allegations I had heard in the intervening period. You have asked me to write down the allegations of inappropriate behaviour of Malcolm Layfield towards some of his female students which had been relayed to me. They are as follows:

In 1980 Malcolm led a school trip to Snape therefore being in the position known as "in loco parentis". [REDACTED] who was only just 16 at the time, was an unstable character [REDACTED]

[REDACTED]. After taking [REDACTED] and two other 16 year old students, [REDACTED] and [REDACTED], drinking, all three were driven to a remote place. More whisky was consumed and allegedly sex between Malcolm and [REDACTED] took place. The other two students got out of the car when they saw "the way things were going". They will both bear witness to this incident, which was [REDACTED] first sexual experience.

Continued .....

██████████ was a student of Malcolm's at Chetham's until the mid-1990s. I have been told that ██████████ was interviewed, along with Malcolm, by ██████████. Malcolm denied an inappropriate relationship and the allegations were dropped. Subsequently I understand that ██████████ received telephone calls from Malcolm trying to resurrect the relationship and also urging her to keep quiet about what had happened.

██████████

Whilst teaching at ██████████ in the 1980s, Malcolm led a school trip to Hong Kong. Allegedly, upon return he was interviewed by the headmistress and accused of having sex with one of the students during the trip. He denied it. My understanding is that Malcolm is now persona non grata at ██████████.

I would like to point out that rumours of Malcolm's behaviour are common throughout the playing profession and in music education circles. Many people have expressed the view that the appointment will be disastrous as so many teachers and parents will not be prepared to send their pupils or children to study at the RNCM.

I would like to conclude by underlining that there is absolutely nothing personal motivating either my feelings or actions in this matter. My few dealings with Malcolm Layfield have been professional and non-contentious – this is not a personal vendetta. However, as far as I am concerned "silence is consent" and, knowing what I know, to do nothing was not an option, and I feel that future students at the RNCM need to be protected from abusive behaviour. I hope you now feel that you have enough information to carry this matter forward. If not I am happy to contact the large number of people whose names I have been given but whom I have not yet had time to contact.

Yours sincerely

Martin Roscoe  
Head of School of Keyboard Studies

# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Director: Sir Mark Wainwright | Treasurer: Sir Nicholas Munn

From the Principal

EG/paw

Direct Tel No: 0161 907 5273  
Direct Fax No: 0161 273 8188

28 November, 2001

Martin Roscoe  
Head of School of Keyboard Studies  
RNCM

**PRIVATE AND CONFIDENTIAL**

*Dea Martin*

Thank you for your letter of today. I appreciate the fact that you came to see me last evening to discuss matters of some confidence relating to Malcolm Layfield.

Your letter provides me with a list of people and telephone numbers but I feel that, with all due respect, it is not up to me to contact them. I feel that if they have information which they feel is important to pass on to me then they should do it, preferably by coming to see me personally, or in the form of a confidential letter. Only then would I be able to take matters further. This is not to say that I do not regard what you told me as having grave significance but, as you will understand I am sure, I have to treat that as third-party evidence. I need to be fair to everybody involved in this matter, including Malcolm himself. I am not judge and jury, but I will be meticulous in the way that I handle the sensitivities involved.

My final point, therefore, is to say to you once again that if anyone, particularly I have to say those involved with "primary evidence", wish to contact me then they should do so as soon as possible. I will now leave the matter to you to pursue as you see fit.

With best wishes

Yours sincerely



**Professor Edward Gregson**

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

[www.rncm.ac.uk](http://www.rncm.ac.uk)



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PERSONAL + CONFIDENTIAL

[REDACTED]  
DIRECTOR OF RESOURCES  
R.N.C.M.

From HSKS

RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

18.12.01

Dear [REDACTED]

Thank you for seeing me today. You asked me to put writing some of the information and opinion we discussed.

① Names of members of RNCM staff unhappy with Malcolm Layfield's appointment:

[REDACTED]

These names were not gathered by canvassing. If any are to be spoken to please speak to me again first.

② Names of people in the profession who have expressed





following the announcement of the appointment:



Likewise, if these people are to be contacted please let me know first.

③ The police should perhaps be given ~~several~~ copies of letters and statements — it is up to them to decide if any action should be taken.

④ I am glad that Malcolm has apparently confessed all and is showing remorse and reformation but I do not believe that anyone other than a fully qualified child protection expert can conclude that he will not re-offend.

RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

- (5) I strongly feel that if the victims had been boys that a tougher stance would have been taken.
- (6) Other members of staff would almost certainly offend the appointment if they were in full possession of the information now here.
- (7) Truly reformed people do not put themselves into a position where they are tempted to re-offend.
- (8) Malcolm has applied for positions at GSMD, RSAA, TRINITY C M and ST. HENRY'S SCHOOL but was not interviewed on grounds of reputation alone.

I strongly feel his appointment would be disastrous for the further reputation of the RNCM. Apart from the possibility of some of this being leaked to the press, I feel as I said in my letter to the Principal that applications to the RNCM would fall.

I hope this will be of some help in carrying the matter forward.

Yours sincerely

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

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# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

For the Hon. The Queen - President for Queens Music

**Private and Confidential**

Mr M Roscoe



24 December 2001

Dear Martin

The Principal has asked me to write to you further to his telephone conversation with you last Friday afternoon.

As you know, this has been a very difficult matter to deal with and the information you provided has been dealt with in a serious and exhaustive manner, as you would expect. Further to this, the Principal will be writing to you regarding the various documentation you submitted.

In the meantime, as you know, the Principal has reached a decision to proceed with Malcolm Layfield's appointment. With regard to this, we are instructing all staff who have been involved not to communicate with any third party, either inside or outside the College, about any of the details that have been considered as this might bring the name of the College into disrepute. It is very important that this is observed by all staff involved (this means Malcolm Layfield, Vice-Principal and members of the Appointment Panel and yourself) and I am writing to everyone on an individual basis.

The Principal looks forward to your support in trying to move forward after what has been a difficult period. He believes that it is important that the senior management of the College should work together in a positive manner.

Yours sincerely

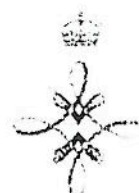


Director of Resources

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: [info@rncm.ac.uk](mailto:info@rncm.ac.uk)

[www.rncm.ac.uk](http://www.rncm.ac.uk)



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[REDACTED]

The Principal  
Royal Northern College of Music  
124 Oxford Road  
Manchester M13 9RD

2<sup>nd</sup> January 2002

**Malcolm Layfield – Head of School of Strings**

Dear Mr. Gregson,

I write with reference to the above appointment.

I wonder if you are aware of Mr. Layfield's penchant for serial sexual relationships with his charges? [REDACTED]

[REDACTED] is a hallmark of his activities not only at the RNCM, but also Chetham's School, [REDACTED] and the music course at [REDACTED].

If you are unaware of these occurrences, may I respectfully suggest that you look into them more closely before endorsing this appointment? Out of courtesy for the individuals concerned, with the certain hurt and embarrassment in mind, I do not quote names at this stage.

If, on the other hand, these matters are known to you, I would like to ask the following questions:

- i. At what stage did the appointing panel know of Mr. Layfield's tendency, was this communicated to the Board of Governors and how was it dismissed in relation to his appointment?
- ii. With the welfare of the young women in your stewardship as presumably the highest priority, how are you convinced that you can put your trust in an individual who has not only repeatedly betrayed the professional trust expected of him, but has actively used his career to satisfy his base needs?
- iii. Is not Mr. Layfield's position untenable in the light of any decision of his being open to constant question and scrutiny on a set of extra-musical criteria?

This is not a matter that I intend to be silent on - I feel keenly for the fate of some of the figures of the past and have justifiable worries for the future. It is doubly disappointing to learn that in this case, the offender has escaped being brought to book, and is actually rewarded.

As a thankful graduate of the RNCM, I expect higher standards. At the very least, I would like to feel that I could safely recommend the college to [REDACTED] at some future stage.

I will go public with copies of this letter two weeks from today's date but in the meantime, I look forward to your reply.

# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

EG/paw

From the Principal  
Direct Tel No: 0161 907 5273  
Direct Fax No: 0161 273 8188

8 January, 2002



**CONFIDENTIAL**

Dear



Malcolm Layfield

Thank you for your letter of 2 January 2002.

I do not really understand your own personal connection with regard to the matters you raise concerning Malcolm Layfield's past. Indeed, I would not normally wish to enter into discussion with third parties about management issues within the College without prior consultation.

However, exceptionally, I am prepared to respond to your letter. I can tell you that I have indeed recently been made aware of matters relating to Malcolm's past from two telephone conversations I have had with former students, together with a brief letter from another student and a longer written statement from a senior member of staff at the RNCM. As a result, the College has investigated these matters thoroughly, all of which I should point out, relate to a period of time of between eight and some eighteen years ago. After careful consideration of the matter, and consultation with certain senior colleagues, I have confirmed Malcolm Layfield's appointment and he has commenced in post with effect from 1 January 2002.

You can be assured that the College has indeed dealt with this matter seriously and exhaustively and that we do have extremely high standards in every aspect of our operational life. I hope that this brief explanation goes some way towards allaying your concerns about the appointment of Malcolm Layfield as Head of School of Strings.

I should also inform you that Independent Members of the Board of Governors have been appraised of the situation in some detail.

Yours sincerely



Professor Edward Gregson

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: [info@rncm.ac.uk](mailto:info@rncm.ac.uk)

[www.rncm.ac.uk](http://www.rncm.ac.uk)



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# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Rector: Her Majesty The Queen    President: The Duchess of Kent

EG/paw

From the Principal

8 January, 2002

Direct Tel No: 0161 807 5273  
Direct Fax No: 0161 273 8188

**CONFIDENTIAL**

Dear [REDACTED]

Malcolm Layfield

Thank you for your recent phone call to me regarding Malcolm Layfield. I apologise that it has taken me so long to get back to you but, as I am sure you will appreciate, a long and exhaustive process has had to be undertaken. I know that this must have been a very difficult matter for you to have had to revisit after such a long time and the phone call to me cannot have been an easy one to make. However, I am appreciative that you did bring this matter to my attention and you were right to act as you did.

The interviewing panel which considered the candidates for appointment to be Head of School of Strings was unanimously of the view that Mr Layfield was the candidate professionally best qualified for the appointment, and the appointment was made accordingly.

I subsequently became aware of the matters to which you referred in your telephone call. Neither I nor the other members of the interviewing panel were aware of them at the time; there was nothing in the papers before us which might have brought them to our notice.

I have considered all these matters since then with the greatest care and attention, and a senior colleague and I have discussed them fully and in depth with Mr Layfield.

All the occurrences to which our attention has been drawn happened at least eight years ago, and in many cases much longer. I am not aware of any such occurrence more recent than that.

In our discussions with Mr Layfield he has admitted, and has expressed his regret for, all the occurrences to which our attention had been drawn, and indeed some others of which we were not previously aware, which also date back eight years or more. He has explained to us the background to these events, and the reasons why there have been no more recent occurrences and why he believes that both he and we can be confident that no such occurrences will recur. He seems to us to have been entirely open and candid with us about these matters.

My first concern in all this is, of course, for the students in the College, and particularly those in the School of Strings. If there were serious reasons, based on recent evidence, that Mr Layfield's appointment to be Head of the School was or might be likely to be injurious to them, I should have no hesitation in rescinding his appointment. I have, however, come to the conclusion, after consulting the other members of the interviewing panel, that in the absence of



124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

www.rncm.ac.uk

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reasons based on any more recent evidence, it is not appropriate or necessary to do so, and that I should accept the assurances that Mr Layfield has given me as being given in good faith. His appointment will thus be allowed to stand.

I have explained to Mr Layfield and he understands that his appointment is on a probationary basis for the first twelve months, and that, in the event of my receiving any complaints of any further occurrences, either during that time or subsequently, he would be subject to the appropriate disciplinary procedures and penalties, including dismissal.

I hope the above explanation will go some way towards allaying your concerns about the appointment of Malcolm Layfield as Head of School of Strings.

Yours sincerely

  
Professor Edward Gregson



Professor Edward Gregson  
Royal Northern College of Music  
124 Oxford Road  
Manchester  
M13 9RD



23 January, 2002

RE Malcolm Layfield

Dear Mr Gregson

Thank you for your letter of 8 January, 02.

I was dismayed to learn that you have decided to ratify Malcolm Layfield's appointment. Assurances about the future from Mr Layfield cannot in any way negate the appalling behaviour of the past. The instances related to you by myself and others clearly demonstrate behaviour incompatible with his position as our teacher.

The damage done to young girls by such a breach of the student teacher relationship is extremely detrimental to one's confidence and self-esteem both socially and professionally and should not be underestimated. I can testify to this from my own experience.

I believe this appointment could damage the reputation of the R.N.C.M.

Yours sincerely

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C.C.

A solid black rectangular redaction box covering a line of text.

Vicci Wardman



24<sup>th</sup> January 2002

Dear Mr Gregson,

I am writing to you to express my very real concerns at the recent appointment of Malcolm Layfield as Head of Strings at the RNCM.

I have known Malcolm since I was a pupil at Chetham's School of Music, then as a student at the RNCM and latterly as a colleague on the teaching staff. I have therefore been aware, since that time, of his reputation as a regular [REDACTED] of [REDACTED] girls. His legendary exploits, both disgraceful and potentially damaging when they occurred, have had a lasting and traumatic effect on people I know.

In my former position as [REDACTED], I am regularly approached by the parents of young players to give advice/consultation lessons. I feel obliged to tell you that I am unable to recommend the RNCM whilst Malcolm holds this position. His behaviour has always been completely unacceptable to me and I feel duty-bound to let parents know that the Head of their child's potential department [REDACTED]. In one case, parents have expressed their concern to me, and I could only agree. The RNCM is losing potential students in this way and the reputation of the College is in serious question as more people discover the facts.

Malcolm Hayfield's conduct is well known within the profession and he is, in many cases, despised for it. It disappoints me enormously that he was even considered for Head of Department in the first place. I hope that you will seriously reconsider his position and not jeopardise the [REDACTED] young women. [REDACTED]

Yours sincerely,

Vicci Wardman



THU PAUL HARRIS

# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

For more information, please contact the Principal

EG/paw

From the Principal  
Direct Tel No: 0161 907 5273  
Direct Fax No: 0161 273 8188

25 January, 2002

Martin Roscoe

**STRICTLY CONFIDENTIAL**

*Dear Martin*

**Malcolm Layfield**

I now feel it is time that I respond to you in writing further to your letter to me of 13 December and your letter to [REDACTED] of 18 December, plus the various conversations I and [REDACTED] have had with you concerning the appointment of Malcolm Layfield as Head of School of Strings.

As a result of your first letter, and the additional telephone conversations that I had with two former students, plus a short letter received from a male former student, I decided that the information provided should be fully investigated. During this period we kept you fully informed of the process that we were undertaking and, as you know, we met with Malcolm Layfield before Christmas for a lengthy interview. Can I say at this point, that I believe that your decision to bring information to our attention was the right one, and you were absolutely correct to act in the way that you did.

I should now like to lay out the various stages of the process we undertook.

Both the Vice-Principal and myself were aware of some unsubstantiated allegations at the time of the final interview, but at that stage we had to treat these as "third party evidence". As you are aware, I left the matter with you to pursue as you saw fit. There was no evidence or substantiated information that could be put to the interview panel.

The interviewing panel that considered the candidates for appointment to be Head of School of Strings was unanimously of the view that Malcolm Layfield was the candidate professionally best qualified for the appointment, and the appointment was made accordingly.

I subsequently became aware of the details of the incidents to which you referred in your letters. Neither I nor the other members of the interviewing panel were aware of them at the time; there was nothing in the papers before us which might have brought them to our notice.

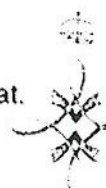
I, together with [REDACTED], considered these matters with the greatest care and attention, and discussed them fully and in depth with Malcolm Layfield.

All the occurrences to which our attention has been drawn happened at least eight years ago, and in many cases much longer. I am not aware of any such occurrence more recent than that.

24 Oxford Road, Manchester M1 1PR

Tel: 0161 907 5200 Fax: 0161 273 7411 Email: [info@rncm.ac.uk](mailto:info@rncm.ac.uk)

[www.rncm.ac.uk](http://www.rncm.ac.uk)



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In our discussions with Malcolm Layfield he admitted, and indeed expressed considerable regret for all the occurrences to which our attention had been drawn, and at least one other of which we were not previously aware, also dating back eight years or more. He explained to us the background to these events, and the reasons why there have been no more recent occurrences and why he believes that both he and we can be confident that no such occurrences will recur. He seems to us to have been entirely open and candid with us about these matters. In addition, there is no doubt that he has gone through an intense process of change in his personal life in the last few years.

My first concern in all this has been, of course, for the students in the College, and particularly those in the School of Strings. If there were serious reasons, based on recent evidence, that Malcolm Layfield's appointment as Head of the School was or might be likely to be injurious to them, I would have had no hesitation in rescinding his appointment. However, as you know, I have come to the conclusion, after consulting the other members of the interviewing panel, that in the absence of reasons based on any more recent evidence, it was not appropriate or necessary to do so, and that I should accept the assurances that Malcolm Layfield has given me as being given in good faith.

Malcolm understands that his appointment is subject to a probationary period. In addition, he has agreed to my condition that he be given a formal warning about his future conduct as a Head of School. Naturally, I expect from him the same high standards of personal and professional behaviour as I would from any Head of School, or indeed any other member of RNCM staff.


I know that this whole matter has been extremely stressful and time-consuming for everyone concerned, including yourself. These situations are never easy to resolve, but I have had to make a decision and, as you know, that decision is that Malcolm Layfield's appointment as Head of School of Strings is confirmed.

I am appreciative that you acceded to my request to meet Malcolm, and [REDACTED] has sent me notes of that meeting of 8 January. I am content that you gave assurances at that meeting that you would be prepared to work with Malcolm Layfield professionally and courteously and that you would not canvas any more, either inside or outside the College. Indeed, I am very grateful that you have given us these assurances. It is important for the reputation and wellbeing of the College that we try to put this matter behind us as quickly as possible and that you and Malcolm work together for the general good of the College and its students.

I do hope that the rest of this academic year will be a successful and fulfilling one for you personally and for the School of Keyboard Studies.

With all best wishes

Yours sincerely

  
Professor Edward Gregson

cc: Chairman of the Board  
Deputy Chairman  
Director of Resources



# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

Lord Armstrong of Iliminster  
Chairman of the RNCM Board of Governors



20 February 2002

My Lord Armstrong

I am writing to you to express my very serious concerns about the appointment of Malcolm Layfield to the position of Head of the School of Strings at the RNCM.

I have known Malcolm Layfield personally for just under 10 years, during which time my only dealings with him have been entirely professional, non-contentious and courteous. However, I also knew of his rumoured reputation for having sexual relationships with some of his students.

In September 2001, before I knew of Malcolm's interest in applying for the job, [REDACTED] and a former pupil of Chetham's School, told me of an incident which horrified me; that one of her fellow pupils had lost her virginity to Malcolm during a school trip to Aldeburgh in 1980 when Malcolm was in 'loco parentis'. This pupil, whom I will refer to as 'X' was just 16 at the time and was taken drinking by Malcolm with two other 16 year old pupils. All three were driven to a remote location where more alcohol (whisky) was consumed. Malcolm got into the back of the car with 'X'. The other two (both of whom have testified to the event) got out of the car "when we saw what was happening". 'X' was a vulnerable girl who believes she has never recovered from her relationship with Malcolm. She has been in and out of hospital ever since [REDACTED]. Her psychiatrist has described the relationship [REDACTED] and has urged her to confront Malcolm. I understand that she has now written, very recently, to Malcolm, enclosing a copy of a letter to [REDACTED], Headmistress of Chetham's, in which she describes the relationship [REDACTED].

Without going into too much detail, I would like to describe incidents from two more of these relationships.

Continued .....





'Y' was a student of Malcolm's at both Chetham's and the RNCM. She was taken drinking with other students after a concert and was the last to be dropped off. She was driven to a remote location and [REDACTED]

[REDACTED]. On another occasion she was actually removed from a sleeping bag during a party at Malcolm's house, where she had retired after having too much to drink and again driven to a remote spot. 'Y' has spoken directly to the Principal about her experiences.

Finally 'Z' has described how she only knew her relationship with Malcolm had become sexual when she woke up and saw an empty whisky glass by the bed.

On 8 February 2002 I consulted an employment rights lawyer, with experience of child protection issues, about my own position. After reading my letter to the Principal of 13 December 2001, which detailed these events and others, he ventured the opinion that the police should be informed.

I alerted the Vice-Principal to the case involving 'X' on 13 November 2001, before the appointment was announced, and went to see the Principal on 20 November 2001, after the announcement, in order to voice my concerns. He invited me, both by letter and verbally, to find out more. I subsequently learned of the cases 'Y' and 'Z' and others not detailed here.

I am sure that you have been kept informed by the Principal of all further developments and are fully aware of the current situation.

I would like to stress that the reputation of Malcolm Layfield, and indeed the details of these relationships, are common knowledge in the music profession. Many members of staff at the RNCM are opposed to the appointment, and in the profession at large I have spoken to a large number of people who are both astonished and appalled (I could give names if required). I believe that this appointment is disastrous for the reputation of the RNCM. Many teachers and parents will not send their pupils/children to the RNCM and I understand that the number of acceptances of offered places in the School of Strings is already below the target for the next academic year. I personally could not recommend students to the School of Strings and, furthermore, feel that my own reputation as a teacher and musician is tarnished by association, as many people will imagine that I condone the appointment as a member of the Senior Management Team at the RNCM.

Although I am hopeful that Malcolm Layfield's apparent remorse and his assurance of future good behaviour may be genuine, I do not believe that the Principal, or indeed any other staff members, would be qualified to conclude that his character or behaviour have changed. Only a fully qualified child protection expert or psychiatrist would be able to come to such a conclusion.

Continued .....

However, reformed or not, I fail to see how it can be either morally right or professionally wise to appoint a man who has abused his students' trust, and his position of responsibility on so many occasions, to such an important position in music education. However long ago these events took place, in the current cultural climate this type of behaviour is seen as completely unacceptable, and in my view quite rightly so. Almost every day one hears in the media of another case of abuse by teachers or other people in positions of responsibility over children. I would hate to think that the RNCM could be involved in the next example of media exposure, yet I understand that there are people outside the College who have threatened to go to the press over the specific issue of Malcolm Layfield's past history.

If this appointment is allowed to stand I shall have to seriously reconsider my own position at the RNCM.

I ask that you will consider copying this letter to all Governors so that a full discussion can take place at the next meeting of the Board of Governors on 27 February. I would be very willing to meet with you to discuss this further of you so wish. My mobile 'phone number is [REDACTED].

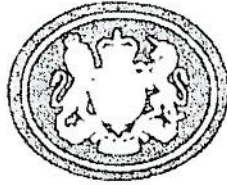
I look forward to your response.

Yours sincerely

Martin Roscoe  
Head of School of Keyboard Studies

cc: Principal  
Director of Resources





House of Lords

From Lord Armstrong of Ilminster  
Chairman of the Board of Governors  
Royal Northern College of Music

Martin Roscoe, Esq.,  
Royal Northern College of Music,  
124 Oxford Road,  
Manchester,  
M13 9RD.

2 March 2002

**PERSONAL AND CONFIDENTIAL**

*Dear Martin,*

Thank you for your letter of 20 February 2002.

As you requested, copies of your letter were given to the independent and co-opted members of the Board of Governors, for consideration at their meeting on 27 February.

At my request the Principal and [REDACTED] attended for the discussion, since your letter was to all intents and purposes an appeal against the Principal's decision to appoint Malcolm Layfield to be Head of the School of Strings.

I was grateful to you for coming to meet [REDACTED] and me on 27 February at 9.00 a.m. We thought that it was a useful meeting. We were able to report to the Board on that meeting, and on a meeting which we had had with Malcolm Layfield at 9.45 a.m. that same morning.

After a long and careful discussion the Board of Governors decided that there were not sufficient grounds to justify a request to the Principal to reconsider his decision.



We were also informed that the appointment had been welcomed by a number of people, including many people in the School of Strings.

The question is, therefore, whether the occurrences to which you have drawn our attention should be allowed to override the professional judgement of his suitability for the appointment.

Our view, like that of the Principal, is that, if the Principal and through him the Board of Governors have good reason to believe that those occurrences are indeed a thing of the past and by now of the fairly distant past, that Malcolm Layfield not only regrets them but has faced up to their causes and to their consequences, for himself as well as for others, that he is, and has for some time been, determined to lead a new life in this respect, and that his assurances that there will be no recurrences are sincere and dependable, then it would be an injustice and not the part of a good employer to deny him any possibility of advancement in his professional career - which would be the inevitable consequence of rescinding his appointment.

The Principal and [REDACTED] concluded, after many hours of discussion with him, that the assurances he gave them could be accepted as sincere and dependable; and [REDACTED] and I, who also discussed these issues with him, formed the same view.

I will only add that I have personally made clear to Malcolm Layfield that serious consequences would follow, if it should ever prove to be the case that the Principal's and the Board's trust in his assurances had been misplaced.

I realise that you will be disappointed by the Board's decision, and I am sorry for that. We recognise the sincerity of your concern for the interests of the College that prompted you to write to me. I am glad that you felt able to write as you did, and I hope that you will be able to accept my assurance that your views have been thoroughly - indeed I might say anxiously - considered.

The Board agreed that I should write to you to give you some background to their decision.

Our first concern, and that of the Principal, was for the welfare of students in the College, particularly in the School of Strings, and for the reputation of the College. We recognised, of course, that, as you made clear in your letter of 20 February and again at our meeting on 27 February, those were also your first concerns in writing your letter and asking for the Principal's decision to be reviewed by the Board.

We were aware of the occurrences to which your letter drew our attention, and indeed of other similar occurrences in the past. I certainly do not wish to try to justify them or in any way to extenuate their seriousness. The question we had to consider was whether those occurrences, all of them going back for at least seven years and some for much longer, must be regarded as completely debarring Malcolm Layfield's appointment to a position of responsibility in the College, in which he has served as a teacher for twenty years or more; or whether we could or should accept his assurances that such occurrences were a thing of the past, and that we could be confident that there would be no recurrence of them, and therefore no risk to students by virtue of his appointment as Head of the School of Strings.

It is at that point, I think, that your analysis of the situation and ours part company.

You made clear when we met that in your view those past occurrences were so serious in their nature, and the knowledge of them so widespread, that Malcolm Layfield should never be considered for such an appointment. We understand and respect your view, and we recognise that there are others who share it, some of whom have made their views known to the Principal.

We noted, however, that Malcolm Layfield had been judged by the interviewing panel to be in professional terms the right choice for the appointment. That was a professional judgement, which it would not have been for us to call in question, even if we had been minded to do so, which we were not.



In your letter you told me that, if Malcolm Layfield's appointment was allowed to stand, you would have to seriously reconsider your own position at the RNCM. Members of the Board have asked me to let you know that they very much hope - as do I - that you will not feel obliged to resign from your position as Head of the School of Keyboard Studies. Your contribution to the work, life and standing of the College is great, and the College gains greatly from it. It would certainly not be in the interests of the College that you should resign.

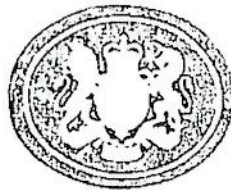
I should like to express one other hope. The raising of this issue has brought stress, and distress, to you and to Malcolm Layfield, and I may say also to the Principal. It would be in the interests neither of the students nor of the College that it should be allowed to continue to fester. I hope, and indeed the Board hopes, that all concerned will now be able to put it behind them and concentrate their energies and efforts on their various duties in the care and tuition of the students.

You tell me that your dealings with Malcolm Layfield personally have been entirely professional, non-contentious and courteous. I hope that for the sake of the College you and he will be able and willing to continue to deal with each other in that spirit.

*Yours sincerely*







House of Lords

From Lord Armstrong of Ilminster  
Chairman of the Board of Governors  
Royal Northern College of Music

Martin Roscoe, Esq.,  
Royal Northern College of Music,  
124 Oxford Road,  
Manchester M13 9RD.

7 March 2002

**PERSONAL**

*Dear Martin,*

I have just heard from the Principal that after further consideration you have decided not to resign but to continue in your post as Head of the School of Keyboard Studies.

I wanted simply to write to you, to say how warmly I welcome your decision. I recognise that it has not been an easy decision for you to make; I appreciate it all the more for that. I am sure that it is a good decision for the College, for the School of Keyboard Studies and for your students. I hope that it will enable us all - you, and every one else concerned - to put this whole matter behind us and (as they say) "resume normal service".

*With best wishes*

*Yours sincerely*



**CONFIDENTIAL**

RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

From the Principal

Direct Tel No: 0161 907 5273  
Direct Fax No: 0161 273 8188

EG/paw

13 March, 2002

Martin Roscoe  
Head of School of Keyboard Studies  
RNCM

*Dear Martin*

Thank you for coming to see me last Thursday. Having been given the impression at our earlier meeting that you might well resign from your post as Head of School of Keyboard Studies, I was obviously pleased that you informed me that you had decided to stay in post. At that point, I did not feel it necessary to explain what that decision meant in terms of everything that had gone before, but I felt that you understood the implication of your decision and I feel I do not need to further amplify the matter in this letter. Suffice it to say, that I endorse the final comments in the Chairman's letter to you of 7 March where he states "that it will enable us – you, and everyone else concerned – to put this whole matter behind us and (as they say) "resume normal service". This is vital for the leadership of your School, as well as for the reputation of the College, and I know that you will do everything from this moment on to ensure these two fundamental objectives are fulfilled.

There were certain aspects of "unfinished business" that you and I need to attend to that were briefly discussed at the earlier meeting on 6 March with [REDACTED] and myself. I have asked [REDACTED] to try to arrange a meeting for this purpose (a more detailed letter will follow this one concerning some of these issues).

Finally can I say how pleased I am that you have decided to stay on in post. Your contribution to the development of the School has already been a profound one and I believe you have made the right decision, both for yourself and for the College, and for this I am very grateful. I have always respected your views in the journey we have made through this difficult and delicate situation and I hope in return that you have respected my views. We can ask no more than this, except that we are able to meet on common ground regarding the process of moving on.

I look forward to many years of your leadership of the School of Keyboard Studies.

With best wishes

Yours sincerely

[REDACTED]

**Professor Edward Gregson**

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

www.rncm.ac.uk



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1998

[REDACTED]

---

From: [REDACTED]  
To: [REDACTED]  
Sent: 17 May 2002 13:28  
Subject: Re: ML

Dear Martin,

Here is a copy of the letter I have sent Gregson. Please let me have your comments.

Best wishes,

Fran

[REDACTED]

PRIVATE & CONFIDENTIAL

17/5/2002

Dear Professor Gregson,

I received your email yesterday. I completely understand that you want a hard copy with my full name and address for legal reasons, and I have added that to this letter below in italics. However what surprised me was your reaction that it was an emotive letter and potentially libellous. I would have expected your assurance of a thorough investigation first and that you would put my letter into the hands of the professionals e.g. the Police and the Social Services. I also expected you to have emailed me with the names and addresses of the Board of Governors, as requested, which you did not do.

This is a deeply emotive subject, in fact one that affected several of my friends and roommates at Chethams. Below is a hard copy of the email I sent you with a few additions. If I ever become aware that you had prior knowledge of Malcolm Layfield's indiscretions before you appointed him, I will fight to have your resignation as well. I would never recommend the RNCM to any female string players now, rather the opposite, as I would never take the risk of letting anything happen to a student when I know that a teacher has been appointed with any hint of a dubious past. The reputation of the Royal Northern College of Music really should be of secondary importance to you. I now would also like the names of all the people who were on the panel when Malcolm Layfield was appointed.

*I have recently learned that Malcolm Layfield has been appointed head of strings at the Royal Northern College of Music.*

*Both my husband and I find this extremely alarming as Malcom Layfield's reputation as a [REDACTED] of his students is common knowledge.*

[REDACTED]

*Hopefully each one of these has no basis in fact, but it is making me wonder. Are your investigations into a new appointee's references that lax?*

18/05/02



Mr. Layfield's violin teaching and administrative skills are not in question, but his abuse of the students because of his position of power is surely of paramount importance both here and previously at Chethams School of Music where I was a student.

Maybe Malcolm Layfield has even told you that he is a reformed character who has gone through long periods of analysis, and regrets everything he's done, that his childhood was so difficult that he had no control over his actions. Now he has learnt the error of his ways and that this will never happen again. Perhaps nothing has happened for a while. How many times do you think that the police and social services and the law courts have heard that line. I personally feel that if you are truly a reformed character, that you would remove yourself totally from a situation of temptation, and that people in power should help by doing the same.

The most important people are not the hierarchy but have to be the students, who deserve to be protected. And surely you must realise that the people who have been [REDACTED] by Malcolm Layfield, as well as the many people who are aware of it, cannot help but see his promotion as a reward for his past behaviour. These young girls have gone into adulthood with frustrations, burdens, anger and confusion that will probably remain with them to the end of their days, as have the other young boys and girls who were witness to it, myself included.

Are you aware that when we were 16, Malcolm Layfield took various students to the pub where large quantities of alcohol were bought for the girls [REDACTED]

I expect an immediate reply to this letter. I will not let his problem go away. It is up to a responsible adult to behave in a moral manner. In my opinion your own reputation is now in question, and you would certainly be investigated by the police as to whether you had prior knowledge, or were made aware subsequently of any allegations as to his behaviour both in a boarding school and at the R.N.C.M. [REDACTED]

Now that I have given you this information, I trust that he will be suspended pending further investigation, and if anything does come up from either the girls involved or other people in the know I trust that you will demand his immediate resignation. [REDACTED]

I would also like you to send me the names and the addresses of the Board of Governors who I also wish to write to, and I will be writing to Chethams School of Music as well.

I await your prompt reply,

Yours faithfully,

Frances Andrade (nee Shorney)

If I do not have a satisfactory reply, I will have no hesitation in formally notifying the Police in Manchester. I have spoken to the Police here who have given me advice as how to proceed.

I will enclose for you the various helpline numbers, so that if any one comes to you with information, you can assure them that they will be dealt with sensitively and taken very seriously no matter how far in the past these actions took place.

N.S.P.C.C.: 0808 800 5000

S.A.B.S.: 077653 80659

Childhood Connections: 01706 712001

Breaking Free: 0208 648 3500

18/05/02

21. 06. 02

Dear Eddie,

It is with deep regret that I am writing to inform you that I no longer wish to re-new my contract at RNCM.

Since the end of last year, I have followed with great interest all aspects concerning the appointment of Malcolm Layfield as Head of Strings. Having been alerted to Malcolm Layfield's very dubious past and then to go ahead with such an appointment, in my opinion seems the height of negligence. Since the appointment, I am well aware of all matters that have been brought to your attention and that of the board of governors. It is now apparent that absolutely no action has been taken or even deemed necessary, in the interest of the students and their well-being.

Personally I can only add that I find this quite astonishing and as the mother [REDACTED], totally irresponsible. All the young people studying at the RNCM deserve the very best and this far from meets that criteria. A few months ago, I remember receiving a memo warning of possible 'dangers' when teaching on a one to one basis. This was quite frankly laughable when at the same time, it would appear perfectly reasonable to openly condone the behaviour of a senior member of staff.

When we spoke together in 2000 to discuss the appointment of Head of Keyboard, I could think of no one better than Martin Roscoe. His integrity and dedication have been a true inspiration to all the young pianists and it has been my pleasure to work as part of his team. It is absolutely no surprise to me that he has felt so strongly about the welfare of these young people and also to show concern to the young women, [REDACTED]. To ask Martin to confront Malcolm Layfield about his concerns was disgraceful and the sheer lack of support he has been shown throughout this whole sordid episode, speaks volumes about the priorities of the College.

I have personally explained to each of my students the reason why I will not be returning.

Yours sincerely,

[REDACTED]





Martin Roscoe



21.6.02

Professor E Gregson  
Principal  
Royal Northern College of Music  
124 Oxford Road  
Manchester

I have now decided to resign from my position as HSKS. The appointment of Malcolm Layfield as HSS is the principal reason for my decision, an appointment which I still regard as disgraceful in itself and a disaster for the reputation of the RNCM. The support you have received from the appointing panel and the Board of Governors only serves to illustrate to me that the culture at the RNCM is one I do not wish to be a part of, and that you and they are completely out of touch with the musical profession, which is for the most part appalled by the appointment.

The backlash I encountered in a meeting with you and in correspondence about my contract has also confirmed to me that I no longer have any confidence in your leadership.

I took my decision to leave at the end of March, and have only stayed until now in order to minimise disruption to the students.

Yours sincerely



24-JUN-2002 12:54 FROM:RNCM/PROMOTIONS 0161 927 5367

TO:98390968

P:1

## ROYAL NORTHERN COLLEGE OF MUSIC

### PRESS STATEMENT

#### CONFIRMATION OF RESIGNATION OF MARTIN ROSCOE

I can confirm that Martin Roscoe has tendered his resignation as Head of School of Keyboard Studies with immediate effect and that the college with regret has accepted it.

#### REASONS FOR RESIGNATION

I can confirm that Martin has cited the main reason for his resignation was his failure to accept the recent appointment of the new Head of School of Strings. However, we also know that he has had difficulties in reconciling his professional playing career with the demands of running the School of Keyboard Studies at the RNCM.

#### APPOINTMENT OF HEAD OF SCHOOL OF STRINGS

I can confirm that Malcolm Layfield was appointed as Head of School of Strings with effect from 1 January 2002. This appointment was made in accordance with the college's rigorous recruitment procedures for academic staff.

Following the announcement of Malcolm's appointment certain representations were made to the college about his background. These representations were discussed in full with Mr Layfield and given full consideration by the college. It was concluded that there was no reason to reverse our decision to appoint him.

The College and the Board of Governors wish to state that they support the appointment of Malcolm Layfield as Head of School of Strings. He brings with him a vast experience of teaching and has had consistent success in fostering the very highest standards of musical achievement for his pupils.

#### INVESTIGATION BY THE POLICE

As far as we understand it, there is no truth whatsoever in the allegation that Malcolm Layfield is currently being investigated by the police.

*Representations over 2 years back plan in  
the 6th, alongside*

E Gregson  
Principal  
24 June 2002



# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

**From the Principal**

Direct Tel No: 0161 907 5273  
Direct Fax No: 0161 273 8188

EG/paw

28 June, 2002

Martin Roscoe



**PERSONAL AND CONFIDENTIAL**

Dear Martin

Your letter of 21 June informing me of your resignation as Head of School of Keyboard Studies came as rather a shock. I am disappointed that you have acted so unprofessionally in resigning without giving the required notice, which of course, in itself, is a breach of contract. Additionally, it is regrettable that you did not have the courtesy to see me, the Vice-Principal or the Director of Resources to at least inform us directly of your intentions. Regarding your breach of contract, [REDACTED] has been trying to contact you as a matter of urgency, but I gather you have not responded to him as yet.

I do not wish to respond to the more emotive parts of your letter where you refer to backlash, the culture at the RNCM, having no confidence in my leadership etc. However, there is one thing which I must mention, and which I understand you have communicated by e-mail to people at the RNCM, concerning "fabrication" of the statement that you were having difficulty reconciling your professional engagements with your RNCM duties. You know perfectly well that this was, indeed, a matter of great concern and we had received representation before Christmas from the Assistant Head of School, plus a two-hour meeting in my room with [REDACTED] and [REDACTED] to try to resolve these difficulties. For you to say this is a fabrication is simply not true.

It is clear that you are now intent in making as much trouble as you can for the College (I understand that you have been in touch with the Manchester Evening News and The Observer). Naturally, the College will be taking legal advice to protect its reputation against any misinformation that might be given to any third parties.

Yours sincerely

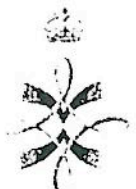


**Professor Edward Gregson**

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

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## **ROYAL NORTHERN COLLEGE OF MUSIC**

### **PRESS STATEMENT**

#### **CONFIRMATION OF RESIGNATION OF MARTIN ROSCOE**

I can confirm that Martin Roscoe tendered his resignation as Head of School of Keyboard Studies on 21 June, with immediate effect and that the College with regret has accepted it.

#### **REASONS FOR RESIGNATION**

I can confirm that Martin has cited that the main reason for his resignation was his failure to accept the recent appointment of the new Head of School of Strings. However, the College had also been discussing with Mr Roscoe its concerns about his ability to reconcile his professional playing career with the demands of running the School of Keyboard Studies at the RNCM.

#### **APPOINTMENT OF HEAD OF SCHOOL OF STRINGS**

I can confirm that Malcolm Layfield was appointed as Head of Strings with effect from 1 January 2002, following over twenty years' employment at the College as a part-time visiting tutor. This appointment was made in accordance with the College's rigorous recruitment procedures for academic staff.

Following the announcement of Malcolm's appointment certain representations were made to the College about his background. These representations were discussed in full with Mr Layfield and given full consideration by the College. During those investigations Malcolm Layfield admitted to having had several relationships with students in the past. All of these were at least nine years ago. None of the students involved was under age and there was no suggestion that any of the relationships was not consensual. After full consideration both of the representations and of the current circumstances it was agreed that the representations did not provide sufficient justification for the rescinding of



Malcolm Layfield's appointment as Head of School of Strings. The decision was endorsed by the Board of Governors.

The College and the Board of Governors wish to state that they support the appointment of Malcolm Layfield as Head of School of Strings. He is managing the School with great professionalism and skill, and he has the confidence and support of colleagues in the School to lead them in its future development.

#### **Staff Code of Conduct**

Malcolm is well aware of, and entirely content to comply with, the vigorous policies and procedures, which the College now has in place. These include a staff code of conduct aimed at safeguarding the welfare of students and staff and ensuring that the highest standards of personal and professional behaviour are maintained.

#### **Greater Manchester Police**

Greater Manchester Police have received no formal complaint about Mr Layfield and have not launched an investigation.

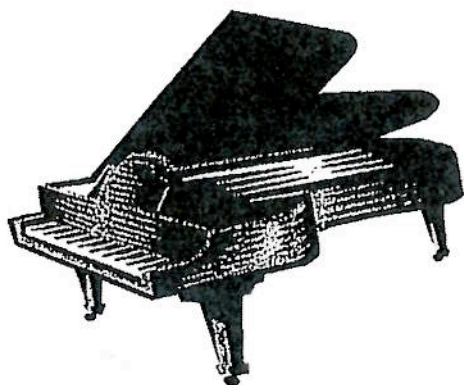
**Edward Gregson**

**Principal**

02/07/02

#### **Notes to editors**

Any further enquiries concerning this matter should be addressed to Marian Blaikley on 0161 907 5282; email: [marian.blaikley@rncm.ac.uk](mailto:marian.blaikley@rncm.ac.uk).



Martin Roscoe



6 July, 2002

Professor E Gregson  
Royal Northern College of Music  
124 Oxford Road  
Manchester

Dear Eddie

I am in receipt of your letter of 28 June, which contains many inaccuracies.

- 1 My letter of resignation states only that I had decided to resign. If you had required me to serve notice I would have done so. However, as you issued a 'P' notice within hours and failed to contact me it was obvious that you did not wish me to do so. Therefore, to accuse me, as you have done in memos to staff and students, of walking out unprofessionally is manifestly unfair and unprofessional in itself.
- 2 My contract of employment does not specify any period of notice during probation. I cannot, therefore, be in breach of contract. I have not heard from [REDACTED] about any possible breach of contract, only a letter acknowledging my resignation.
- 3 With regard to your press statement of 24 June (which appeared in the Guardian of 25 June so I believe) asserting that I had 'had difficulties in reconciling my professional engagements with the demands of running the SKS at the RNCM' I did not refer to this in my letter to you of 21<sup>st</sup> June, and it was not anything to do with my resignation, although you have clearly tried to imply this in your press statement. I was not myself having any difficulties with this matter, and indeed nor were you until I objected to the appointment of Malcolm Layfield. For 18 months you held up my working practices as a model to people within and outside the College, as many will confirm. The first indication that you thought differently was in a

- meeting I had with you and [REDACTED] on 6<sup>th</sup> March 2002, a meeting which you specifically called to discuss my objections to Malcolm Layfield's appointment, after the Board of Governors meeting of 27<sup>th</sup> February 2002, which ratified the appointment. On the advice of my solicitor, therefore, I demand that you issue a public retraction forthwith.
- 4 At the end of the subsequent meeting you called in mid-April to discuss my probationary period (I presume the one you refer to in your letter of 28 June), you declared yourself satisfied with my working practices as they stood, and that it was a forward looking meeting. I heard nothing from you either in writing or in person on this subject in the intervening two months before my resignation. It is clearly inaccurate to state that these matters were 'under discussion'. It is also difficult to conclude from any reasonable point of view that there was any connection between my resignation and your extraordinarily vacillating views on my performance as HSKS.
- 5 [REDACTED], as far as I have been made aware by you or [REDACTED] thus far, did not see you to raise issues about [REDACTED] before Christmas – this happened in February 2002. If there was indeed a discussion on this subject between you before Christmas, I find it extraordinary that three months should have elapsed before you had the courtesy to raise the matter with me.
- 6 Finally I would like to point out that I have not, as implied in your final paragraph, approached any newspapers; in all cases they have made first contact with me. I have made brief statements to the Observer, Manchester Evening News and Daily Mail, stating my reasons for resignation. The News of the World, The Sunday Mirror and the Mail on Sunday have approached me for further information and I have declined to make any further comment to them.

I note that you are taking legal advice. Rest assured, so am I.

Yours sincerely

Martin Roscoe



# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

EG/paw

From the Principal

Direct Tel No: 0161 907 5273

Direct Fax No: 0161 273 8188

22 July, 2002

Martin Roscoe



Dear Martin

I am in receipt of your letter dated 6 July which contains many inaccuracies. I reply using your numbered paragraphs.

1. Your letter of resignation, which was received on 21<sup>st</sup> June 2002, did in fact state your intention to resign. The fact that you stated you had decided to resign in March but had only stayed until "now" to minimise disruption, together with the fact that you collected your personal belongings and removed them from your office, clearly suggested that your letter of resignation was with immediate effect. This was also confirmed by some of your former colleagues following conversations you had had with them. For example, you had indicated that you would not be present at the Monday Final Exam Board, nor at any subsequent meetings etc. It is our consideration that any member of staff who hands in a letter of resignation, collects their personal effects before leaving the College without discussing this directly with their line manager is acting outside professionally acceptable standards

No attempt was made by you to contact either myself or the Vice-Principal to discuss your resignation. Again, this indicated that your decision was effective immediately.

The issue of the 'P' Notice is clearly an internal College matter, although to expand upon this it was issued to address a high level of uncertainty amongst employees as a result of you having made clear to some of your colleagues that you had resigned and were not returning to College. Indeed, you had started to clear your room of personal belongings. This was having a disruptive effect on normal operations of the School of Keyboard Studies and beyond.

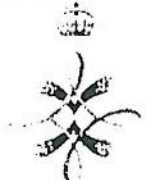
2. [REDACTED] attempted to contact you by telephone on a number of occasions between Friday 21<sup>st</sup> June and Wednesday 26<sup>th</sup> June and actually left a message on BT's 1571 service asking you to return his call. Because he was unable to contact you directly and you did not respond to his request he had no alternative but to write to you to confirm acceptance of your resignation on behalf of the College.

Paragraphs 21 and 23 of your contract specifies notice periods.

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

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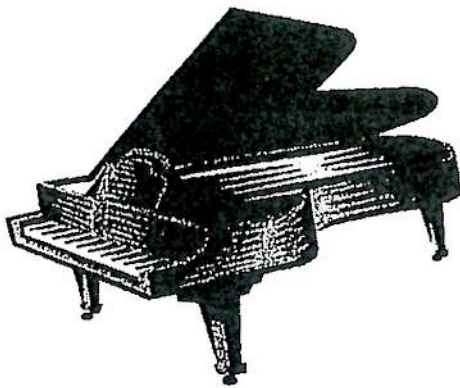
3. Any statement that you had difficulties in reconciling your professional playing career with the demands of running the School of Keyboard Studies is, from the College's point of view, entirely accurate. These concerns were first formally put to you in March 2002 and were the subject of a two-hour meeting in April. Due to your premature resignation I was not able to send you the formal letter which you would have received at the end of the academic year which would have laid out an action plan for the following year.
4. You are incorrect in stating that I was satisfied with your working practices as they stood (please see above). There were clearly operational matters that had to be resolved, particularly with regard to the number of professional engagements you were taking on and the way that these at times conflicted with your required presence at College. You had already informed us at an earlier meeting that it was your intention to undertake even more professional engagements in the future to safeguard your position in the event of possible changes of circumstance.
5. Your statement concerning [REDACTED] is inaccurate. The Vice-Principal and myself had received representation from [REDACTED] before Christmas concerning [REDACTED] and [REDACTED] of the School. We were unable to put these to you as you had by then been to see us over Malcolm Layfield and clearly it was important to separate the two issues. It was thus felt that we could not raise matters concerning your management of the School until the other matter had been settled, which did not happen until the end of February. You then received my letter dated 14 March which was, indeed, the first formal indication you had of our concerns.
6. I note your comments; however, they do not concur with the information we have received.

Yours sincerely



Professor Edward Gregson





Martin Roscoe



1 August, 2002

Professor Edward Gregson  
Royal Northern College of Music  
124 Oxford Road  
Manchester M13 9RD

Dear Eddie

Thank you for your letter of 22<sup>nd</sup> July. I will continue to use the same numbering of paragraphs.

1. I understand that you find it convenient to interpret my resignation as indicative of unprofessional behaviour. As many people have pointed out, this contrasts markedly with the extraordinary lengths to which you have gone to defend Malcolm Layfield's unprofessional behaviour towards his students.
2. I did not receive any message from [REDACTED]. When I received his letter it did not refer to any breach of contract, as stated in your letter of 28<sup>th</sup> June. I urge you to look once more at paragraph 21 and 23 of my contract; whilst this indicates that the College may terminate the contract on two months notice during the probationary period, there is no mention of my being required to give any notice during the probationary period.
3. My point here is that, regardless of any difficulties you now choose to have had regarding my combining my professional career with running the School of Keyboard Studies, it was in no way any part of my reason for resignation. However, in the College's press statement of 24<sup>th</sup> June, you clearly state that this was so (I notice that you amended this part of the statement in subsequent versions). Once again, I ask you to publicly retract that statement



which I have been advised is defamatory. Failure to do so may result in legal action.

4. Over the 18 month period from September 2000 to March 2002 I received many reports from distinguished musicians, some of whom work at the College, some of whom do not, of you and other senior members of staff praising my achievements in College. Suddenly in March 2002 this changed, and no-one can possibly fail to see the connection between this change and my actions in relation to Malcolm Layfield's appointment. If you were not satisfied with my work, why did you so often say that you were, publicly, and state that the School of Keyboard Studies should serve as a model for other Schools in the College? My statement regarding undertaking additional professional engagements was entirely due to the negative undermining of my position.
5. The fact that [REDACTED] came to see you and the Vice-Principal before Christmas without my knowledge is very interesting. Perhaps if [REDACTED] had come to me to discuss [REDACTED] at any point, I might have been able to do something about it.
6. As you have obviously not gathered the information you have received regarding press approaches from either the journalists concerned or myself, I would be grateful if you would let me know the source of your information. The suggestion that I contacted the press is wrong, either defamatory, malicious or both, and I will take further action on this matter.

Yours sincerely

Martin Roscoe

# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

*Action: Her Majesty The Queen President: The Duchess of Kent*

**From the Principal**

Direct Tel No: 0161 907 5273

Direct Fax No: 0161 273 8188

EG/par

18 September, 2002

PRIVATE & CONFIDENTIAL

Martin Roscoe



Dear Martin

I refer to your letter dated 1 August 2002 which, unfortunately, fails to take matters further.

You are aware of the College's position from earlier correspondence. A detailed response to each and every point in your letter is therefore unnecessary and will serve no useful purpose. However, I wish to reassure you that your relationship with the college was unaffected by your actions in relation to Malcolm Layfield's appointment. Further, it is incorrect for you to assert that the College has acted in either a defamatory or malicious manner.

I hope that with the passage of time you are now able to draw a close to the matter and concentrate on your professional career.

Yours sincerely



**Professor Edward Gregson**

Cc: Addleshaw Booth & Co.

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: [info@rncm.ac.uk](mailto:info@rncm.ac.uk)

[www.rncm.ac.uk](http://www.rncm.ac.uk)



THE QUEEN'S  
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1998 & 2000



**PRIVATE AND CONFIDENTIAL**

Professor Edward Gregson  
Principal  
Royal Northern College of Music  
124 Oxford Road  
Manchester M13 9RD

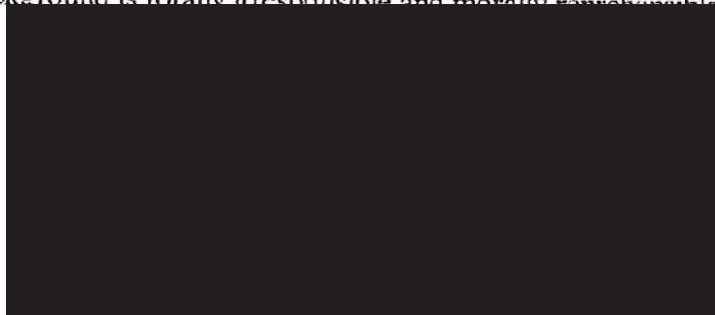
27 February 2002

It is with the greatest reluctance that I am tendering my resignation from the RNCM. I intend to leave at the end of the Academic year.

My principal reason is increasing frustration at being at such a geographical distance from the College. I cannot give my students the attention and support they need. Nor am I able to be as involved as I would wish with the musical life of the College. Obviously the deteriorating and increasingly expensive train service from London is a contributory factor in my decision.

I have already told Martin and [REDACTED] of my intention. I am particularly sad to be leaving at a time when the [REDACTED] is being so revitalised. I cannot express my admiration enough for the superb work that Martin and [REDACTED] are doing. The [REDACTED] is now a very happy place to be working in — such a contrast to two years ago!

One recent matter at College makes me less sorry about leaving, even though it does not affect me directly. I am deeply disturbed by the recent appointment of the Head of Strings. I believe that the selection committee has made a grievous and inexcusable error of judgement. The welfare of students is of prime importance in any college or institution. To appoint a person with such a clearly unsuitable background is totally irresponsible and morally reprehensible.



cc. Martin Roscoe



# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

Patron: Her Majesty The Queen President: The Duchess of Kent

EG/paw

From the Principal

Direct Tel No: 0161 907 5273

Direct Fax No: 0161 273 8188

13 March, 2002



Dear



Thank you for your letter of 27 February. I am obviously very sad that you will be leaving us at the end of this academic year. I entirely understand your sense of frustration concerning the travel to Manchester, but it is obviously a pity that this is the main reason for you wishing to resign. Can I take this opportunity to thank you for what has been an important contribution to the development of [redacted]. I know that both Martin and [redacted] will also be sad that you will not be part of the team any more. I am pleased that you have found [redacted] to be a much happier place to work over the past two years which is due in no small measure, of course, to the friendly, but professional, atmosphere that Martin and [redacted] have created during that time.

Finally, and on a more disappointing note, your last paragraph concerns me greatly. I realise that you may not agree with the decision to proceed with the appointment of Malcolm Layfield as Head of School of Strings, but to present your criticisms using the pejorative language you do is something I find quite unacceptable. Suffice it to say that this matter has been dealt with exhaustively, seriously and certainly with the welfare of our students in mind. This is not only my own judgement, but that of the Board of Governors. I cannot comment on the way in which information has been presented to you, which may not represent the total picture, but I can assure you that we have complete confidence in Malcolm Layfield and in his ability to run the School of Strings.

With best wishes

Yours sincerely



Professor Edward Gregson

Cc: V-P  
HSKS

124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5203 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

www.rncm.ac.uk

bcc: HRC



THE QUEEN'S  
ANNIVERSARY PRIZES  
For Honour and Further Education



PRIVATE AND CONFIDENTIAL

Professor Edward Gregson  
Principal  
Royal Northern College of Music  
124 Oxford Road  
Manchester M13 9RD


22 March 2002

*Dear Eddie,*

I was very perturbed to note the tone of your response in your letter of 13 March. I expressed a personal opinion to a matter which, particularly from a woman's point of view, continues to cause me grave concern. My reaction to the appointment does not stem from the way the information was "presented" to me, as you suggest in your letter. There is a groundswell of opinion both within and outside of College, and it appears that you and the Board of Governors are the only ones out of touch with it.

*With best wishes,*





Professor Edward Gregson  
Principal  
Royal Northern College of Music  
124 Oxford Road  
Manchester M13 9RD


22 July 2002

I am replying to your letter and enclosed statement of 12<sup>th</sup> July regarding Malcolm Layfield.

You describe the Enquiry as "extensive". Did this therefore include the participation of a significant number of the women concerned?

You state that no complaints have ever been received at College or by Greater Manchester Police. It is a widely recognised fact that people who have suffered abuse in their past will often not come forward to speak out or complain, [REDACTED]. Could you please tell me why you are confident that this is not the case here?

I look forward to receiving your response to these two questions.





# RNCM

ROYAL NORTHERN  
COLLEGE OF MUSIC

*Approved by Her Majesty The Queen in 1992 President The Duchess of Kent*

From the Principal

EG/par

Direct Line: 0161 907 5273

Direct Fax: 0161 273 8188

12 August 2002



Dear 

Thank you for your letter of 22 July. I am afraid I cannot go into matters relating to procedures and details of conversations that are strictly confidential to the College. I hope you understand my position in this regard and the reasons why I am unable to answer your two questions. In any case, your second question is mainly concerning opinion and not fact and whilst I agree, in principle, that things that have occurred in someone's past can, indeed, cause trauma, there is no proof in this particular instance that that has occurred.

The one thing I would say is that the College is not judge and jury in matters such as this. We are not investigating anything that is criminal and we have boundaries beyond which we cannot go. I hope you appreciate that I have tried to be as open with you as I can and that I cannot go any further into giving you the response you may wish to have.

With best wishes

Yours sincerely

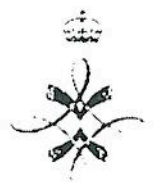


Professor Edward Gregson


124 Oxford Road, Manchester M13 9RD

Tel: 0161 907 5200 Fax: 0161 273 7611 e-mail: info@rncm.ac.uk

www.rncm.ac.uk



THE QUEEN'S  
ANNIVERSARY PRIZE



Professor Edward Gregson  
Principal  
Royal Northern College of Music  
124 Oxford Road  
Manchester M13 9RD

27 August 2002

Dear Eddie,

You are indeed correct in saying in your letter of 12 August that you have not given me the response I would have wished, and I find your reasons for this are woefully inadequate. I had not asked for any details of procedures or conversations, and your unwillingness to give me the most basic information only fuels my concern about how the case has been dealt with. Yet again, I feel as if I am being fobbed off with bland statements in an attempt to suppress and whitewash over everything.

One fact cannot be denied - that you have appointed someone to a position of authority and trust who has repeatedly abused that authority and trust in the past.

I find it unbelievable that you have ultimately lost two extremely distinguished members of staff as a result of the way the matter has been handled. I am really disappointed in you particularly, as I previously held you in such high regard, both professionally and personally.

Yours sincerely,



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